

Iris Tilley, OSB No. 101991
itilley@barran.com
Tyler J. Volm, OSB No. 084994
tvollm@barran.com
Barran Liebman LLP
601 SW Second Avenue
Suite 2300
Portland, Oregon 97204-3159
Telephone: (503) 228-0500
Facsimile No.: (503) 274-1212
Attorneys for Plaintiffs

UNITED STATES DISTRICT COURT
DISTRICT OF OREGON
Portland Division

SELECT TIMBER PRODUCTS LLC, FINISH
INNOVATIONS LLC, BRET MORGAN,
MATHEW MORGAN, AND
JASON K. SCARLETT,

Plaintiffs,

v.

STEVE F. RESCH, JR., TIMOTHY
CONYARD, AND CEDAR DIRECT
MINNESOTA LLC,

Defendants.

CV. 3:17-cv-541

DECLARATION OF SPENCER
HARDY IN SUPPORT OF MOTION
FOR TEMPORARY RESTRAINING
ORDER AND PRELIMINARY
INJUNCTION

I, Spencer Hardy, do hereby declare as follows:

1. I was hired as an employee of Select Timber Products LLP ("STP") in 2015.

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TEMPORARY RESTRAINING ORDER AND PRELIMINARY INJUNCTION

2. Amongst other people, I worked with Steve Resch, an owner of STP, as well as Dwayne Orr, Jessie Smith, and Tyler Smith who were other employees of STP.

3. After I began working at STP, on or about July 17, 2015, I signed a non-disclosure agreement that, among other things, required that I maintain the confidentiality of the process that STP and Finish Innovations LLC use to create distressed and aged-looking wood products. A copy of that non-disclosure agreement is attached hereto as Exhibit A.

4. Customers are occasionally allowed into the production facility. When they are around, certain portions of the production process, including the wood burning machine, are typically shut off. The general public is excluded from the production facility.

5. In 2016, Steve Resch approached me and asked me to fly to Minnesota to show a company there called Cedar Direct Minnesota LLC how to make distressed and aged-looking wood using the process that STP employed.

6. I initially declined the offer from Steve Resch, but Mr. Resch persisted by calling me multiple times, and I also received similar calls from Mark Urby. I then agreed to fly to Minnesota to show Cedar Direct Minnesota LLC, owned by Timothy "Tim" Conyard, how to make distressed and aged-looking wood using the processes employed by STP to create its product, which included particular colors and textures that STP developed for its product.

7. As part of this process, we used a wood burning machine similar to the one that STP uses. I understand that Steve Resch asked Dwayne Orr to build that wood burning machine.

8. I was paid \$10,000 for teaching the Cedar Direct Minnesota LLC and Tim Conyard this process. I also had the cost of my flight and hotel paid for.

9. I also understand that Tim Conyard sent an agent to the STP facility to see whether the agent could infiltrate the facility and learn about STP's process for creating distressed and aged-looking wood products.

I hereby declare that the above statements are true to the best of my knowledge and belief, and that I understand this Declaration is made for use as evidence in court and is subject to penalty of perjury.

Executed on 4/4, 2017



Spencer Hardy

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